

PARTNERSHIP AGREEMENT
BETWEEN
US ARMY CORPS OF ENGINEERS, MEMPHIS DISTRICT
AND
INTERNATIONAL FEDERATION OF PROFESSIONAL AND TECHNICAL
EMPLOYEES (IFPTE), LOCAL 259

The parties enter into this Partnership Agreement in the spirit of Labor-Management Cooperation and it is not subject to enforcement by a third party.

PURPOSE:

This agreement lays the foundation for the Partnership Council. The purpose of the Partnership Council between IFPTE Local 259 and management is to further enhance and maintain a cooperative, constructive working relationship which will provide better quality of work-life for employees, more efficient administration of District programs, and above all, better service for the District's customers.

To that end, the Partners will make the investment necessary to maintain an atmosphere of mutual respect and trust in accomplishing the District mission. This investment includes open and honest communication in order that each member can recognize and address the concerns of each other. The Partners agree to vigorously work together in the spirit of cooperation to resolve conflicting differences of opinions. This relationship will be supported and consistently maintained and function in a forum of honesty and trust.

The Council will execute its responsibilities with full support of the District Commander and the President, IFPTE, Local 259.

OBJECTIVES:

In striving to achieve our purpose, the Partners agree to:

1. Work in collaboration, as partners, to improve daily operations.
2. Ensure implementation of partnership goals including; pre-decisional involvement; shared responsibility; joint problem identification; information sharing; providing and reaching solutions; and consensus decision making
3. Develop innovative methods and procedures to avoid and/or resolve disputes within the Council.
4. Identify and implement necessary, ongoing training to reach partnership goals.
5. Address, develop, and implement policies and procedures which positively affect employees and customer service in order to further enhance employee morale and customer service.
6. The Partners will use these guidelines:
 - a. Joint effort in striving for the best resolution.
 - b. Complete openness in sharing of information.
 - c. End result must provide a high level of acceptance for the Partners based on their interests and accomplishment of the mission.
 - d. Once agreement is reached, the Partners must be completely committed to the solution.
 - e. Any Partner blocking a solution is obligated to propose an alternative.
 - f. Voting and trading are not a part of this process. Consensus decision-making will be used.

ORGANIZATION:

The Council is comprised of the following Partners:

Management Team:

Commander
Deputy Commander
Chief, Project Management
Chief, Operations Division
Chief, Engineering & Construction
Chief, Real Estate
Chief, Resource Management

Union Team:

President, IFPTE, Local 259
1st Vice President, IFPTE, Local 259
2nd Vice President, IFPTE, Local 259

PROCEDURES:

The Council will not be used as an addition or substitute to the Negotiated Grievance Procedure.

Partners will be on official time when otherwise in a duty status while participating in Council meetings.

Meetings will be held more frequently than quarterly; if necessary, additional meetings may be called by the Chairperson.

The time frame of the next meeting will be proposed at the end of each meeting.

The Council will discuss issues affecting the District's mission.

Council decisions will be made using a consensus approach that integrates the interests of the Partners.

The Council will continue to promote a harmonious atmosphere of communication through timely sharing of information. The Chairperson will be responsible for the distribution of relevant correspondence to all members of the sub-committees or work groups.

The Council shall have the right to establish sub-committees and procedures by which the sub-committees (or work groups) carry out its function.

Council Chairperson will prepare and furnish an agenda, prior to a scheduled meeting, from the topics/subjects offered by Partners. Items on the agenda will be discussed in the Council meeting prior to discussion of items not on the agenda.

Minutes will be recorded at each Council meeting (recorder to be furnished by the District) and distributed to each Partner within two weeks of that meeting. Minutes will be approved at the next regularly scheduled meeting.

All written agreements reached by the Council shall be distributed to each Partner for review and comment. Approval of a written agreement will be achieved by signature of each Partner.

Copies of the minutes and all agreements will be provided to the Human Resources Specialist (Labor Relations), CPAC-Memphis, Office of Counsel, and the District Commander.

Generally the meetings will be 1 hour in length.

Joint training for all Partners will be provided when deemed necessary and subject to available funding. Such training could include: examples of successful partnership experiences; interest-based bargaining techniques; alternative dispute resolution approaches, and the application of cooperation and communication skills.

COMMITMENT:

This Agreement is a commitment made by the Partners in good faith. Management and IFPTE, Local 259 will make every effort to assure the success of the Partnership.

TERM:

This Agreement remains in effect until terminated by either party upon written notification.

Commander / Date

President, IFPTE, Local 259 / Date

Deputy Commander / Date

1st Vice President, IFPTE,
Local 259 / Date

Chief, Project Management / Date

2nd Vice President, IFPTE,
Local 259 / Date

Chief, Operations Division / Date

Chief, Engineering and Construction / Date

Chief, Real Estate / Date

Chief, Resource Management / Date

Thomas P. Smith
Colonel, US Army Corps of Engineers
District Commander

DATE